

Hawai'i County Workforce Investment Board (HCWIB) Quarterly Report to the WDC

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County: Hawai'i

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1) Summary

On June 19th, United States Department of Labor came to visit the Big Island. Along with having open discussions regarding WIA, HCWIB wanted to provide insight on the unique industries of Hawaii, which included a visit to Gemini Observatory, W.M Keck Observatory and the Natural Energy Laboratory of Hawaii Authority. Representatives of the neighbor islands were able to join us on June 20th to enlighten and offer a perspective of their own local workforce. Together we were all able to gain and share knowledge in order to assist our community's workforces.

Hawai'i County Workforce Investment Board cares a great deal about its community, always striving to assist residents and businesses with their employment barriers. Our One-Stop, Big Island Workplace Connections, continues to display the effectiveness of teamwork between partners.

The Hawaii County Workforce Investment Board, in partnership with our Big Island Workplace Connection and other community partners, is creating various forums to catalyze community leadership and pool resources.

2) Individual WIA Programs

Workforce Development Division - Adult Program:

Unemployment rate for Hawai'i County (August, 2014) is 5.3%, the State is at 4.3% and the Nation is at 6.1%. Compared to the same time last year, Hawaii County was 6.4%, the State was 4.8% and the Nation was at 7.2%.

Employment prospects appear brighter for program participants. However, Hawaii County continues to have a high number of underemployed and full-time wage earners earning wages around or below the Federal Lower Living Standards Levels. High-wage jobs remain elusive for many of our program participants.

The On-the-Job-Training contract is utilized to reimburse employers up to 90% of wages during a specified training period has proven to be a formidable marketing tool for hiring.

WDD houses Hawaii Community College staff involved with the C3T1 and C3TII (Rural Hawaii) Programs. WDD is receiving rent from both Hawaii Community College Programs to help defray facility rental costs.

C3T1 staff (coordinator and 2 instructors) recruit WIA and one-stop participants to attend iCAN Modules. These iCAN Modules are located in both East and West Hawaii and represent value-added service to the One-Stop System. WIA participants, when appropriate, have been enrolled in these remedial, contextual-based modules and have enhanced their basic reading and math comprehension as well as provided invaluable insights in career options. Regular Completion Ceremonies have been conducted at BIWC resulting in proud graduates, families and friends motivated to pursue further education to obtain new career goals.

Rural Hawaii (HawCC's C3TII Initiative) is co-located and offering Prior Learning Assessments for individuals wishing to challenge courses for credit with their previous experience (saving valuable time and money). Rural Hawaii also offers a mentoring and internship program that complements WDD's employer relations campaign. Also, the following courses are offered on the Hawaii Community College Campus but promoted here at our one-stop: Business Foundation Certificate, Process Technology, Business Essentials, Geographic Information Systems Certificate of Competence, Certificate in Sustainable Lot Design, Preparation & Development, Certificate in Sustainable Construction Technologies, Retail Foundations Certificate, Certificate in Entrepreneurship (via WDD's Business Resource Center), and Virtual Office Assistant.

In July 2014, approximately 130 employers and education leaders gathered to learn about employment opportunities to be created with the projected start-up of Thirty-Meter-Telescope (TMT). Follow up workshops are being planned for late 2014 and early 2015. In addition to the initially-projected 200+ jobs for TMT, exponential increases are anticipated as industry leaders include aerospace opportunities and high technology occupations.

A Kulani Work Group has been formed to develop agricultural training opportunities for the 200 inmates who will be returning from Mainland prison to Kulani Correctional Facility. Although Kulani inmates will be released to community furlough institutions like Hale Nani before reintegrating into the community, a training partnership will be forged with Hale Nani inmates to integrate training and transition efforts.

Program staff continues to refer to other BIWC agencies as well as non-mandated partners like Goodwill Industries, Paxen Group, Salvation Army, etc. Further, we continue to look to HIWEDO, non-profit arm, for support and Hawaii Community College's C3T1 and Rural Hawaii Programs for additional training and support services.

Workforce Solutions, another community consortium advocating the self-sufficiency of persons with disabilities, also is a referral source to our Adult Program. With the inception of our Business Leadership Network and its mission to recognize business leaders supporting persons with disabilities, this will greatly enhance employment opportunities for this population with our island employers. Invaluable workshops have been sponsored for both job candidates and employers and still other workshops are in the works: Asset Building, Job Accommodation Network, Customized Employment.

The continuation of the Disability Employment Initiative through March 31, 2015, which focuses on partner and staff education, the Ticket to Work program and employer involvement will also link to increasing adult numbers in WIA as part of its objective.

Due to Hawai'i County's high per capita poverty rates and stubborn unemployment rate, Hawai'i Branch continues to dual enroll participants with one-stop partners like Alu Like, Division of Vocational Rehabilitation, Senior Employment & Training Program, and other non-mandated one-stop partners to optimize funding resources due to the poor economy.

As of September 2014, 100 participants have been enrolled with an annual goal of 168 participants for Program Year 2013.

Workforce Development Division - Dislocated Worker Program:

Unemployment rate for Hawai'i County (August, 2014) is 5.3%, the State is at 4.3% and the Nation is at 6.1%. Compared to the same time last year, Hawaii County was 6.4%, the State was 4.8% and the Nation was at 7.2%.

Employment prospects appear brighter for program participants. However, Hawaii County continues to have a high number of underemployed and full-time wage earners earning wages around or below the Federal Lower Living Standards Levels. High-wage jobs remain elusive for many of our program participants.

The DW population is generally higher skilled than their Adult Program counterparts. However, based on the above-scenario, many DW participants are forced to seek wages considerably less than what they had been receiving before enrollment into our program.

DW participants, with generally higher skills, are encouraged to participate in Rural Hawaii's menu of services including Prior Learning Assessment Components greatly reducing their time acquiring credits they may already have qualified for. (See above for detailed C3TII program offerings)

Ongoing initiatives with TMT, astronomy and aerospace are very promising for this population, as well. Staff is kept abreast of the developments of this emerging industry.

Hawaii Island Healthcare Alliance's Recruitment and Retention Committee works to minimize the acute shortages in healthcare professionals. Interested and eligible DW participants will be referred to available healthcare openings as they arise.

Goodwill Industries – Out of School Youth Program:

Number Served: The Ola I Ka Hana Program is serving fifty (50) older and younger youth program year 2014.

Enrollment activities for West Hawaii are ongoing with staff from Hilo providing intake/ orientation for new referrals and curriculum services to active youth.

Success:

- Youth attended a County Council Meeting to listen in on several issues regarding Governmental Relations and Economic Development, Finance, Public Works and Parks and Recreation, Environmental Management and Planning.
- Youth began the new Competency-Based Community School Diploma Program Unit – Government and Law.
- Youth met with Senator Mazie Hirono and learned about the program she created for Hawaii youth.
- Soft Skills: Skills to Pay the Bills: engaging youth in discussions regarding effective communication and leadership strategies, understanding of the roles people play on a team and the importance of each role.
- Financial Literacy: Kahua Waiwai: “Datzs my Bank”: participants learned the difference between banks and credit unions.
- Teen Outreach Program (TOP): The Art of Communication (practice key elements of effective communication), Assertiveness Techniques (practice speaking up for things they want or need), Worst-case Scenarios (youth identified decisions and consequences that could seriously harm their chances of a fulfilling future) and Introduction to Goal Setting: Short-Term vs. Long Term Goals (difference between short-term and long-term goal setting and identifying several for each).
- Community Service Learning Project: Kings Landing
- STD and STI Awareness Presentation by Cyd Hoffeld of Bay Clinic
- SafeTALK – meeting to discuss upcoming projects such as suicide prevention sign waving, Out of the Darkness Walk on September 20th and planned sign waving of the Proclamation with Mayor Kenoi.
- Eight youth participated in graduation ceremonies with WCSA – Hilo Campus.
- BISAC Summer Jam – youth conducted outreach for all Ola programs and helped spread the word about Suicide Awareness
- Four youth passed the Government and Law Unit test

Safe TALK Training-

- SafeTALK, is a training that prepares anyone over the age of 15 to identify individuals with thoughts of suicide and connect them to suicide first aid resources.
- Training was intended for most people with thoughts of suicide to help them to stay safe. Alert helpers know how to use these opportunities to support that desire for safety. As a safe TALK-trained suicide alert helper, you will be better able to:
 1. Move beyond common tendencies to miss, dismiss or avoid suicide;
 2. Identify people who have thoughts of suicide;
- Apply the TALK steps (Tell, Ask, Listen and Keep Safe) to connect a person with suicide thoughts to suicide first aid, intervention caregivers.

TOP

- “Assertiveness Techniques”. This lesson was intended for youth to practice speaking up for things they want or need. Youth learned the difference between passive, assertive and aggressive behavior. Youth engaged in discussion about the importance of speaking up for themselves in a manner that makes it clear what they need or want (assertive) without being offensive or (aggressive) and to not ask for it at all (passive). Participants shared a personal experience in which they expressed either behavior.
- “Introduction to Decision-Making: A Decision-Making Model”. Allowed participants to become familiar with how and why people make certain decisions and also to learn how to use a decision-making model for effective decision making. Youth began to explore the way they make decisions. Youth gave an explanation for the decision and the effect the decision has on the situation.
- “Exploring the Options” This lesson was intended for youth to identify long-term goals through an exploration of their vocational Interests and options. Youth learned about setting goals and making decisions about which jobs to pursue is an important part of having a successful career. Youth identified long-term goals through an exploration of their vocational interests and options. Youth learned about setting goals and making decisions about which jobs to pursue is an important part of having a successful career.
- “Getting It Together Three C’s to Good Decision Making”. This lesson was intended for youth to earn a model for effective decision making. During the lesson, Youth identified two challenges that they were currently facing (ex; school, work, family) and discussed among peers the several choices for alternative actions or behaviors that

might be appropriate with making the decision, and consequences in relation to their choices. Youth learned the three C's (Choices, Challenge, and Consequences) and explained how it is a guide to good decisions.

Counselor from Hospice- Bereavement

- Counselor for youth up to 18
- Shared with youth a PowerPoint about showing the process of grieving and mourning after the loss of a loved one.
- Had the class participate in an activity which isolated feelings you have when losing items and people of value
- Provided information on group sessions and counseling sessions along with volunteer opportunities

Job Readiness Training- Under the Table vs Payroll

- Youth identified the advantages of being on payroll and the disadvantages of being paid with cash
- Youth determined what kind of job they would need to earn the income they desire

East Hawaii Tobacco Coalition- Smoking Cessation

- Shared a PowerPoint which listing some of 7,000 chemicals found in one cigarette & also new information on recent studies affecting E-cig smokers
- Talked about the laws regarding 2nd hand and 3rd hand smoke and the different cancers that has been researched to be effects of smoking tobacco
- Youth was able to feel and view a pig lung that reflected cancer while the other half of the lung was cancer free
- Shared stories of individuals whom has been affected by cigarettes smoke

Health Promotions Manager from Bay Clinic- Family Planning

- Briefed class on previous session on Birth Control Methods
- Provided "Am I Parent Material" pamphlet to youth & went over questions regarding making important decisions of weather to have a child or not.
- Broke the youth into groups of two and answered 3 questions given on the pamphlet. Each youth read aloud his/her personal feelings on the questions.

Dr. Charlie Bogdahn & Dr. Ian Chun; Hawaii Family Guidance- Stress and Anxiety Presentation

- Youth learned that sadness; mood changes are normal reactions to lives struggles when dealing with disappointments, and which can result into anger
- Youth were taught the different types of depression, symptoms & treatment and offered counseling sessions.
- Youth also learned about stress and anxiety, the many causes, symptoms and treatments needed along with coping skills when having these feelings
- Handouts were given to all youth for more information on Stress, and Anxiety

Child & Family Services- Domestic Violence

- Youth learned about the services provided to men, women and children who are victims of Domestic Violence
- Taught Ola youth about the Domestic Violence Wheel vs. the Equality Wheel which illustrates what a relationship should reflect
- Youth worked on creating an equality wheel on Non-Violence based on negotiation & fairness, non-threatening behavior, respect, trust and support, shared responsibility, responsible parenting, honesty and accountability and economic partnership and matched those elements to their own lives

Department of Health- STD

- Learned about the different Sexually Transmitted Diseases (STD) and Sexually Transmitted Infections (STI)
- Were taught the symptoms and signs of someone who has a STD or STI
- Given ways to prevent some of both sexually transmitted diseases and sexually transmitted infections

Follow-up: The in-house staff development training is continuing to ensure all program requirements are met. Continued efforts by youth specialists to follow-up with youth as required through telephone calls, one-on-one interviews and small group sessions are ongoing.

Outreach Efforts: Letters, fliers, Ola program brochures and business cards are handed out to area middle schools, high schools and charter schools.

Collaborations:

The Ola program's ongoing collaborative relationships include BISAC, Ke Ala Pono –Drug Intervention Program, Hilo Community School for Adults, East and West Hawaii High Schools, Big Island Martial Arts, Boys and Girls Club Community Garden, Yoga Centered, GIH Waiver/ Adult Day Health Program, Yoga and Meditation Club, Alu Like, Na Leo Public Access Television Station, Regency Retirement Home Kona, Kaloko Auto Body, Men of Pa'a, Hilton Waikoloa Village, Puna Geothermal Ventures, Mokupapapa Discovery Center, UHH PACRC, Ka Wai Ola O Umauma: Community Sustainability Institute NELAH, Pana'ewa Zoo, American Lung Association, Hawaii Community College, Hawaii Fresh Products, Lava 105, Lihikai Hawaiian Cultural Learning Center, Hilo Medical Center, Dodo Mortuary and Native Flesh.

Paxen – In School Youth Program:

Currently, servicing an enrolled total of fifty (50) participants.

- Completed Work Experience for all Summer worksites
- All Summer employed Alu Like youth have completed their work internships
- Financial Literacy workshops for new account sign-ups, debit card sign-up, and responsibility of credit
- Worked with participants on changes in their classes, signing up for classes and dropping classes
- Assisted college participants with financial aid applications and registering for classes
- Began case managing participants as they began SY 2014-2015
- Assisted participants with registration changes
- Assisted participants with college registration/FAFSA
- Assisted participants with College book ordering
- Met with participants who are newly employed to attain verification/documentation
- Emailed Weekly Employment Opportunities, which included Big Island Candies Seasonal Employment Flyer & mass text to inform of EK hiring
- Collaborated with School Counselors to ensure enrollment into Odyssey (Online Credit Recovery) to recover credits
- Assisted participants with familiarizing themselves with WDD Resource Center
- Assisted participants with attaining SSN card, County Housing application, DHS Medical app & SNAP benefits app
- Assisted participants 18 and older in attaining Birth Certificate and/or Social Security card
- Assisted participants with attaining a Workers permit
- Assisted participants with filling out Employment applications utilizing SM laptop and hotspot
- Conducted a Running Start informational Workshop for Spring 2015
- Handed out Ku I ka mana internship flyers for Fall & Spring Break out at the Kohala Resource Center
- Worked with DOE counselors to ensure Senior participants are on track for graduation & created a plan of action to assist participants who are not on track
- Case-managed participants regarding their grades for first quarter.

During Work Readiness training classes Credit Union Hawaii came in and did a presentation regarding the different accounts that they have available to youth in our program. They provided them with a list of documents they needed to open up accounts and had a list of recommended accounts for youth under the age of 18. They followed up another class of pros/cons of a debit card.

Provide follow up to participants who have been exited during PY 2013-2014. Continued to work with the local community colleges and University to establish a rapport between them and the participants who are of eligible age. Assisted participants in applying for and sustaining higher education and financial aid tuition assistance, resume building, financial literacy, employment seeking, referrals to outside agencies, etc.

Collaborations:

Continue to work with Public Library System, Department of Human Services, First to Work Program, Child Welfare Services, BISAC, Leo's Club, Key Club, Court System, Mental Health Services, Child and Family Services, Workforce Development Offices, Hui 'Ana, HCEOC, University of Hawaii system, Hilo and Kona Community School for Adults, Judges, Public Defenders and Probation Officers, Therapists, Staff from Hilo High school, Kea'au High school, Hawaii Academy of Arts and Sciences, Pahoa High School, Kamehameha Schools, Ka'u High school, Konawaena High school, and Kealahou High school, and local businesses (Shaka, Hana Hou Restaurant, Boys and Girls Club, HOVE Loggers, etc).

Big Island Workplace Connection (BIWC) One-Stop Activities:

Successful workshops on financial education and financial literacy were held in early 2014 and are being continued through the efforts of Ho`owaiwai Network and BIWC. The online Resources Match is expected to launch this month. Hawaiian Community Assets, Hawaii First Federal Credit Union, and various local banks and credit unions have offered their expertise in presenting a menu of asset development workshops.

From industry's perspective, BIWC is actively participating in the following economic development initiatives: Thirty Meter Telescope and the astronomy industry's planning for marked expansion; Going Home and its involvement with the development of Field 33 and its agricultural potential; the re-opening of Kulani Correctional Facility; supporting the Hawaii Island Healthcare Alliance's Recruitment & Retention Committee to mitigate healthcare professional shortages in Hawaii County and Business Leadership Network's (East and West Hawaii Chapters) campaign to promote inclusive work places for persons with disabilities across all industries.

The BIWC is planning and coordinating a public job fair for October 30, 2014.

In 2014, our Big Island Workplace Connection, in partnership with WDD's Disability Employment Initiative, Center for Disability Studies and Hawaii County's Ho`owaiwai Network, continues to pursue Asset Building and Financial Education as an integral components to our job candidate's overall employment plan. Workshops on budget planning, credit rating, financial literacy, and Individual Development Accounts are introduced and important and complementary requirements to successful job retention and eventual self-sufficiency. Community partners like

Operationally, DEI has been extended to March 31, 2015 which allows our BIWC maintain our momentum in steadily increasing the accessibility for persons with disabilities at our local one-stop centers. From assistive technology, technical assistance and a host of educational workshops (Benefits Planning, Ticket-to-Work, IDA, Social Security, Employment Networks, etc.) are being made available to our consumers and their respective service providers.

3) Other Items/Programs

Wagner-Peyser – Remains the primary gateway to our WIA and other programs listed below. With no eligibility requirements, a comprehensive continuum of services is offered to all job candidates including, but not limited to: employment counseling, career exploration and development, job search assistance, employment testing, job referrals, job development, employment readiness workshops, and referrals to supportive services.

REA- Re-Employment & Eligibility Program continues with approximately 30 U.I. Claimants per week. A series of follow-up sessions are conducted by WDD staff with these targeted individuals with the intent to reduce the overall duration of U.I. benefits. This, as well as most programs, takes advantage of ongoing, relevant workshops at our one-stop locations.

NEGOJT: Able to execute 23 NEG OJT contracts and expected to expend 100% of funding. Our VIP Program is being promoted as a pre-hiring option for our employers.

VIP – Utilizing VIP as a precursor to OJT negotiations and in tandem with ETF. Since its July 2014 inception, 10 VIP contracts have been executed.

Continuing to promote VIP as a precursor to ETF

Volunteer Internship Program – recently, this initiative has been extended and being incorporated with our Employment & Training Fund Program. This innovated program will work in tandem with our business service delivery strategy and specifically with our ETF Program. UI claimants to continue to receive UI benefits, but this program allows them to volunteer up to 32 hours/week at various businesses with the intent of getting job training and employment.

VIP intern volunteering in IT dept with Hawaii Community FCU.

ETF Program – Continuing to promote ETF with VIP to bundle WDD services to employers.

This incumbent worker training program will be a welcomed addition of the resources and programs available to our employers. Budgets are currently being formulated and Eligible Training Providers are being recertified. Promotional efforts with employers, business organizations and incumbent workers have already begun. This ETF Program will be working in tandem with our VIP.

Disabilities Employment Initiative Grant DEI: Recently granted a no-cost extension to March 31, 2014. E. and W. HI Business Leadership are fully functional and have successfully conducted its annual employer recognition forums that acknowledge business leaders advocating inclusion in their workplaces.

4) Quantitative Report – 4th Quarter PY 2013

Actual (3 rd Quarter PY 2013)	4 th Qtr. ACTUAL	4 th Qtr. CUMULATIVE	GOAL For Year	% of GOAL Cum./Goal
Youth Program				
Placement in Employment or Education	44.44%	40%	60.1%	66.56%
Attainment of Degree or Certificate	22.22%	32.26%	68.5%	47.09%
Literacy and Numeracy Gains	22.22%	29.79%	45%	66.2%
Adult Program				
Entered Employment Rate	65.22%	63.37%	71%	89.25%
Employment Retention Rates	68.75%	79.79%	86%	92.78%
Six Month - Average Earnings	\$17,315.66	\$10,467.69	\$11,100	94.3%
Dislocated Worker Program				
Entered Employment Rate	71.43%	72.50%	76%	95.39%
Employment Retention Rates	88.89%	91.45%	92%	99.4%
Six Month - Average Earnings	\$14,870.45	\$12,374.32	\$15,000	82.5%

5) Other

HCWIB Quarterly Meeting:

The HCWIB held its quarterly meeting on September 3rd. Approved was Oversight Committee's recommendation to conduct a Request for Proposal (RFP) for Program Year 2015 Adult/Dislocated Worker Program (along with the Youth) and the formation, purpose, and membership of new HCWIB subcommittee: Sector Strategies Committee. Two new Eligible Training Providers were approved; UH Shidler College of Business and Mid Pacific Medical Training Institute, LLC.

Our next HCWIB meeting is scheduled for November 12, 2014.